



Task Force EXCEL is creating major cultural change by focusing Navy learning on fleet mission requirements through use of human performance measures - providing Sailors with the “tools and opportunities” to grow and develop, professionally, and personally, while improving mission accomplishment. The [*Four Quadrant Human Performance System Model*](#) is the underlying human performance process by which Task Force EXCEL and partners are redefining Navy policies, structures, and mechanisms.

5VM: *The 5 Vector Model (5VM) defines the perimeters around which Sailor’s personal and professional development is designed. For more information on the 5VM [click here](#). The 5 Vectors include Professional Development, Personal Development, Leadership, Qualifications & Certifications, and Performance.*

Professional Development: *Provides the roadmap showing jobs and competencies required for each career phase (incorporates accepted private industry standards and certifications). Current efforts include AG, BM, DC, EM, EN, GSM, GSE, HT, IC, IT, MA, MM, MR, MS, QM, SH, SM, STG. Very soon TFE will begin efforts in AD, AK, AS, AW, AZ, PN, SK, STS, and YN. Additional proposed rates include CT and MN.*

AG- pre-scoping meeting conducted in Gulfport.

IT – Professional development meeting met this week to discuss the Job Task Analysis, Gap Analysis and 5 Beta tests for IT. Objective performance measures and experimental protocols were also highlighted.

MS – Site visit for MS Pilot course at the Culinary Institute of America to be conducted 03-5 APR in Hyde Park NY. TFE, NAVSUP, CNET and MS “A” School leaders will be attending.

SH- HP Cell personnel conducted job task analysis.

STG- HP Cell preparing for the Major Training Command Experiment (MTCE)/STG Master Task List (MTL) validation working group meeting 08-19 APR in San Diego. The validated MTL will be used in the JTA to determine performance interventions, to assign priorities, and to identify required Knowledge, Skills, and Abilities (KSAs).

QM, SM, BM- Combined Fleet Forces Commander (CFFC) sponsored discussion on the way-ahead for QM/SM/BM merger. CFFC is preparing to host a pre-Scoping meeting 24-25 APR in Norfolk.

Personal Development: *Focuses on Sailor development, including financial management, health and fitness, and safety, as well as college-level educational requirements that allow you to complete your degree.*

TFE PAC is setting coordinating a fleet focus group for 19 APR of 30 E3 – E6 in San Diego. The purpose of the focus group is to validate the 13 personal development ideals and behavioral statements. The same focus group will be conducted in PACNORWEST.

Leadership: *Focuses on the development of personnel to assume positions of leadership responsibility.*

Forwarded a draft competency listing for officer leadership tasks to the Human Performance Cell. The HP Cell will review and provide feedback with respect to its adequacy for use in conducting Human Performance System Model Quadrant two processes. Work is ongoing to continue to refine the Quadrant One tasks.

- TFE conducted a working group and conference comprised of principal stakeholders within the leadership development community 28-29 MAR.
- Continued work on the organizational functions and framework for the proposed Center of Naval Leadership (CNL). Data is being compiled and a report drafted for validation by the working group members. Topics for the conference included functions and framework of a notional Center for Naval Leadership.
- NAVLEADTRAU LCRK completed the data collection and analysis for a Division Officer “proof of concept” course conducted 04 through 15 MAR. The intent of the "concept" was to assess the incorporation of various methodologies, including e-learning and traditional residential training, as they apply to the specific leadership position of the Division Officer. See attachment for details.



"BOLTC DEMO Final
Report.doc"

- Representatives from the Leadership Vector continued liaison with representatives from Task Force WEB, AMS, Inc., and FTC NORVA Engineering School. The intent of this initiative is to use portal technology and opportunities for applications to the TFE Vectors.
- Research continues regarding the potential applications to the ‘Centers of Excellence’, the 5 Vector Model, and to the proposed personal portable web page envisioned for all Sailors

Mission/Function Area Analysis: *Requirements-based analysis of Navy missions and functions which analytically link resources to war-fighting capability. Correlates Force and unit level tasks, conditions, and standards to Sailor level knowledge, skills, and abilities. Current focus areas include ATW, CSI, Engineering, and Damage Control.*

ATW: Director TFE met with Anti-Terrorist Force Protection Warfare Development Center (ATFPWDC) commanding officer to discuss plan of action to organize the ATFPWDC under the new ‘Center’ structure. ATFPWDC will develop a proposed organization, including and manning recommendations and identify an implementation plan.

- Developed five Armed Sentry course Pre-Mishap Emergency Bill Plans for specific training locations. The Armed Sentry Instructor Certification Program requirements for Phase I - Indoctrination, Phase II - Unique Instructor Training, and Phase III - Final Certification were completed. First Armed Sentry course to be conducted 15-26 April by ATFPWDC in San Diego, CA.

C4I: Meeting held this week concurrent with the IT workshop to organize and staff this Mission Area Analysis (MAA) appropriately. Exploring alternative approaches to bridging the Naval Mission Essential Task Lists (NMTEL) and the JTA.

- HP Cell is developing surveys used for evaluating the beta tests and began work on the situational analysis (working conditions relating to job performance, everything from type of environment to mean time between failure of equipment).
- Working group is mapping of KSATs to existing courses (CNET, SYSCOM, NETg, etc) and developing a solid Personal Development vector and further improvements on the Certifications and Qualifications, properly aligned along the continuum.

Damage Control: The Damage Control Job Task Analysis workshop was held 26 – 28 MAR. Workshop participants identified 7 functional areas (pillars) for the DC Mission Area. Within each functional area, associated jobs, duties and tasks were identified.

- The next meeting is scheduled for 29 APR – 03 MAY where various attributes to the tasks will be identified and assigned so that the various databases (all rates affected by the DC mission area) can be updated.
- Over 1000 tasks were generated and validated during the seminar. See MINUTES and UPDATE for more details.



"DC MAA2.doc"

Engineering: The Engineering Functional Area Analysis convened 11-15 MAR to establish a vision for the engineer of the future (circa 2020), fabricated macro level requirements to meet the vision, and identified applicable industry standards that closely match.

- A follow-on working group convened 18-22 MAR developed the current requirement listings: current certifications (NEC's), current qualifications (PQS/JQR's), and current training. These were grouped into to three areas for ease of data collection and parallel industry certifications and qualifications.
- Additional work: TFE will be attending [Merchant Marine Personnel Advisory Committee](http://www.uscg.mil/hq/g-m/advisory/merpac/merpac.htm) <http://www.uscg.mil/hq/g-m/advisory/merpac/merpac.htm> conference 09-10 APR 02 to discuss the design of a parallel path to the STCW (Standard of Training, Certification and Watchstanding) requirements for mission accomplishment and personal relevance to US Naval Engineer.
- Next Engineering working group meeting is scheduled 08-12 Apr in Norfolk to conduct the gap analysis between the current and future requirements.
- Click on the attachment below to view working group brief to CNSL:



"CNSL-TFE
BRIEF.ppt"

Applied Projects, Betas, and Short Term Deliverables

Preventative Maintenance System (PMS) Tool: TFE participated in a meeting to specify which systems and platform(s) will be used for the PMS Job Performance Aid to be developed by TFE.

Acquisition: The acquisition scoping meeting was held on 02 APR, representatives from NAVSEA, NAVAIR, SPAWAR, NAWCTSD, and CFFC were in attendance. Discussion areas were: What policies and processes that needed to be changed, how the change will be incorporated, determine the expected products, identify additional participants. There was agreement on the following goals:

- Identify mechanisms for embedding the Human Performance System Model into the acquisition process. Including mechanisms at the CNO's disposal to ensure training is included in the evaluation of programs.
- Discuss the development of KPP's for manpower and training.
- Determine a mechanism for engaging OPTEVFOR in evaluating training system (scorecard) for system acquisition.
- Institutionalize the inclusion of Human Performance Requirements in PEO and SYSCOM presentations to all levels of leadership.
- It was the consensus of the group that a good BETA test for using the HPSM in an acquisition program would be the Naval Fires Network program.

Additional Cell Reports:

This section allows TFE Cells to report on matters not covered in the above listed categories. Significant portions of individual cell inputs are spread across the spectrum of TFE efforts listed above, this section allows for input of other items which may be of interest.

HP: HP Seminars – Jan Cannon-Bowers, Jacquie Foxx, and Vicki Atkinson will facilitate the Performance Consulting Seminar at the San Diego Fleet Training Center on April 3. The dates for the remaining seminars are as follows:

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|--------|-------------|
| 10 Apr | Norfolk |
| 24 Apr | Great Lakes |
| 30 Apr | DC |
| 29 May | Pensacola |
| 30 May | New Orleans |



"HP Progress Apr
3.doc"

LANT:



"Sitrep Input 3
apr.doc"

PAC:



"SITREP 4-2-02.doc"

Washington DC: VADM Harms, RADM's Ulrich, and Hoewing and TFE Leadership met with the Air Force Education Training Center in San Antonio to discuss areas of potential partnership to include Aviation Maintenance counseling and personal development.

- N12, Center for Naval Analysis, and TFE working to coordinate potential use of SkillsNet as a tool in the development of knowledge, skills, and abilities (KSA's) for the personal development vector.
- Meeting with KPMG consultants 5 April to discuss change implementation.
- Met with N1B (Mr. Matt Henry) to discuss personal development vector and Navy Human Resource Board of Directors (NHRBOD) Executive Steering Committee (ESC) presentations.
- Met with NAVSEA 04 representatives to discuss potential opportunities offered by various shipyard training programs including the Shipyard Apprenticeship Program.
- Met with Concurrent Technologies Corporation to discuss their development of a web-portal in support of OSD's training transformation. This web-portal is specifically established to facilitate JPME for military members of all branches of service.
- Met with representatives from Naval Security Group to discuss conducting rating analyses of the CT rates.
- Coordinating with MineWarfare Training Command to conduct a rating analysis for the MN rate.